

## Occupational Health and Safety Policy

IFAS Group is committed to providing and maintaining a safe and healthy working environment for all employees, contractors, clients, and visitors across our operations.

We are committed to:

- Maintaining compliance with all relevant occupational health and safety legislation, regulations, and industry standards
- Identifying hazards, assessing risks, and implementing effective control measures to minimise workplace incidents and injuries
- Establishing measurable health and safety objectives to drive continual improvement across the business
- Providing appropriate training, instruction, and supervision to ensure workers can perform their duties safely
- Consulting with workers and contractors on health and safety matters through effective communication, reporting, and feedback mechanisms
- Providing adequate resources to support the implementation and continual improvement of our safety management systems
- Regularly reviewing our health and safety policies, procedures, and performance to ensure ongoing effectiveness and relevance

All employees, contractors, and subcontractors are required to comply with IFAS Group's health and safety policies and procedures and to take reasonable care for their own health and safety and that of others in the workplace.

**Approved by:**

A handwritten signature in black ink, appearing to read 'Jane Filihia'.

**Jane Filihia**  
**Director**  
**IFAS Group**

**Date Approved:** 16 April 2026

**Next Review Date:** 16 April 2028